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Union: **Keshequa Central Teachers Association**

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KCS-KCTA AGREEMENT

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Keshequa Central School District And
Keshequa Central Teachers Assn

AGREEMENT
BY AND BETWEEN
THE SUPERINTENDENT OF SCHOOLS
OF
KESHEQUA CENTRAL SCHOOL
AND THE
KESHEQUA CENTRAL TEACHERS' ASSOCIATION

JULY 1, 2001 THROUGH JUNE 30, 2005

RECEIVED

APR 07 2003

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

NYS. PUBLIC EMPLOYMENT
RELATIONS BOARD
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BUFFALO OFFICE

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PREAMBLE

In order to effectuate the provisions of Chapter 392 of the Laws of 1967 (The public Employees' Fair Employment Act), to encourage and increase effective and harmonious working relationships between the Keshequa Central Board of Education (hereinafter referred to as the "Board") and its professional employees represented by the Keshequa Central Teachers' Association (hereinafter referred to as the "Association")

THIS AGREEMENT IS MADE AND ENTERED INTO ON THE SIGNATURE DATES SHOWN BELOW, BY AND BETWEEN THE BOARD OF EDUCATION AND THE ASSOCIATION

ARTICLE I**RECOGNITION**

The Keshequa Central Teachers' Association, *NYEA/NEA*, has been certified as the exclusive negotiation representative of the teachers in a unit of all professional and certified personnel and excluding the Chief Executive Officer, Elementary Principal, Secondary Principal, Middle School Principal, Business Administrator, Director of Special Education, and Director of Physical Education, Athletics, and Activities, per diem substitutes, and Long-Term Substitutes. Such recognition shall extend in accordance with the terms of the Taylor Law and during such time the District will not negotiate with any other teacher organization or unit member except as may be provided in this agreement.

ARTICLE II**NEGOTIATION PROCEDURES**

Not later than March 15 of the year this agreement expires, the parties will enter into good faith negotiations over a successor agreement. No member of the negotiating unit shall experience any professional or personal disadvantage by reason of their participation in negotiations. The parties agree to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information and otherwise constructively considering and resolving any such matters.

ARTICLE III**DUES DEDUCTION**

- A. The Board agrees to deduct from the salaries of its employees, dues for the Keshequa Central Teachers' Association, New York Educators Association, National Education Association, Genesee Valley Teachers Association or any one or any combination of such associations as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to such association or associations.
- B. Each of the associations named in Section A above shall be certified to the Board by the Association Treasurer in writing the current rate of each membership dues. Any change of rate of membership dues shall be given to the Board thirty (30) days prior to the

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effective date of such change.

- C. Deduction Procedure. The total annual membership dues for each of those designated professional associations, certified as mentioned above, shall be deducted in twenty equal payments starting with the first pay day in September.
- D. Dues. Designation and payroll deduction authorization cards shall be forwarded to the Business Office by new members by June 15 by members who wish to make a change from the previous year. The Board shall send one check following the final payday each month to the designated official of the K.C.T.A. Such payments shall begin in the month of September. This option will be made available to new hires upon their employment in the District.
- E. Credit Union. The District will process payroll deduction authorizations for teacher participants in the Genesee Valley Teachers Association Federal Credit Union and direct deposit to Wyoming County Bank and M & T in accordance with legal requirements which are applicable.

ARTICLE IV

GRIEVANCE PROCEDURE

A. Declaration of Purpose

Whereas, the establishment and maintenance of a harmonious and cooperative relationship between the Board of Education and its teachers is essential to the operation of the schools, it is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievances of teachers or Board through procedures under which they may present grievances free from coercion, interference, restraint, discrimination, or reprisal, and by which the Board and its teachers are afforded adequate opportunity to dispose of their difference without the necessity of time consuming and costly proceedings before administrative agencies and/or in the courts.

B. Definitions

1. A grievance is a claim by any aggrieved party based upon any event or condition affecting their welfare and/or terms and conditions of employment, including, but not limited to, any claimed violation, misinterpretation, misapplication or inequitable application of law, rules or regulations having the force of law, this agreement, policies, rules, by-laws, regulations, directions, orders, procedures, practices or customs of the Board and administration or negotiating unit.
2. "School Days" are days that the business office is open, but excluding holidays, Thanksgiving, winter, mid-winter, and spring break.
3. The term supervisor shall mean any department chairman, principal, assistant principal, immediate superior, or other administration or supervisory officer responsible for the area in which alleged grievance arises except for the Chief Executive Officer.

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4. The Chief Executive Officer is the Superintendent of Schools of the District.
5. Association shall mean Keshequa Central Teachers' Association.
6. Aggrieved party shall mean any person or group of persons in the unit of representation or Board filing a grievance.
7. Board shall mean the Board of Education of the school district.
8. The Grievance committee is the committee created and constituted by the Keshequa Central Teachers' Association.

C. Procedure

1. No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by the Board or by any member of the administration, by the Association, or any member thereof against the aggrieved party, any party in interest, any representative, any member of the grievance committee or any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.
2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

Step 1 - Informal: The aggrieved party will first take the matter up in writing or verbally with his or her immediate supervisor. The aggrieved party may be accompanied by a designee of the Association. All grievances must be initiated at the Step 1 Informal within thirty (30) school days of the occurrence of the action or the time the aggrieved party first had knowledge of the action.

Step II - Formal: If the grievance is not resolved informally within twenty (20) school days of informal presentation, the aggrieved party may take the grievance to the Association's Grievance Committee. The Association's Grievance Committee may reduce the grievance to writing and present it to the Superintendent of Schools within thirty (30) school days of informal presentation. If the aggrieved party does not comply with the time limit prescribed, the grievance will become null and void. The above, informal and formal step deadlines, may be extended by mutual consent of both the Association's Grievance Committee and the Superintendent of Schools.

Step III - Binding Arbitration:

- a. If the grievance is not resolved by the Superintendent of Schools within ten (10) school days of its presentation, the Association may, if it determines the grievance meritorious, within the next ten (10) school days so indicate in writing to the Superintendent of Schools. Then the grievance will be submitted to binding arbitration. If the Association does not comply with the time limit prescribed, the grievance will become null and void. The ten (10) school day period may be extended by mutual consent by the Association and the Superintendent of Schools.

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- b. The arbitrator may be selected by mutual agreement of the parties. Failing mutual agreement, the American Arbitration Association rules and procedures will be followed.
- c. The arbitrator will have no power or authority to add to, subtract from, or modify any of the terms of this Agreement or to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement
- d. The arbitrator's decision will be final and binding upon all parties.
- e. One-half of the fees and expenses of the arbitrator will be paid by the District and one-half by the Association.

ARTICLE V
BENEFITS

- A. **SICK DAYS:** All full-time and regularly employed part-time teachers in the Keshequa Central School shall be allowed ten (10) days absence due to personal illness each year without deduction from salary. Any portion of this 10-day allowance unused during a school year shall be credited to a Sick Leave Emergency Reserve. The maximum leave which can be accumulated in this individual's reserve shall be 225 days.
 - 1. Upon written request of the Superintendent, when an individual returns from an absence of more than five (5) consecutive school days, such individual must supply written verification that they have seen a Health Care Professional.
 - 2. All full-time and regularly employed part-time teachers that use zero (0) Sick Leave Days will receive the following:
 - a. The District will credit the individual's Sick Leave Emergency Reserve with two (2) days, or
 - b. A tenured teacher will receive \$275.00 to be paid the next September after the year in which no sick leave days were used.
- B. Notification of absence for any cause shall be made to the administration or district's designee as soon as possible. All full-time and regularly employed part-time teachers shall receive written updates on the number of Sick Leave, Family Leave, and Personal Leave Days left at the teacher's request provided forty-eight hours (48) notice is given to the appropriate building secretary.
- C. Sick Leave and accumulated Sick Leave Emergency Reserve will be canceled upon termination of employment except when employment is terminated by illness or extended leaves of absence, or as otherwise provided for in this agreement.
- D. In case the total number of days is in excess of those allowed under (A) and (B) above or for non-approved leave other than illness, the Board of Education is to pay a substitute and deduct the number of days absent from such a teacher's pay. Daily deductions are

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1/200th of annual salary for teachers on a 10 month, 1/220th for 11 month, and 1/240th for those on a 12 month assignment.

- E. If an individual dies while employed with the school district, their estate and/or spouse will receive \$50 per day x the number of sick days accumulated with a maximum of 100 days or \$5000.

F. Unused Sick Leave at Retirement

Any individual who has at retirement a minimum of twenty-four years of service in the Keshequa Central School District shall be eligible to receive their single or spousal health insurance (as elected in Section G below) premium paid according to the following schedule. The retiree may choose whatever health insurance plan in retirement that he or she was using on the last day of active service (for example, BluePoint or Blue Million) or he or she may choose a less expensive District - offered plan.

<u>Accumulated Sick Days</u>	<u>% of Premium</u>
115+	90
95-114	85
85-94	80
75-84	75
65-74	70
55-64	65
45-54	60
35-44	55
0-34	50

G. Early Retirement Benefit

1. Any individual who has a minimum of twenty-four years of service in the Keshequa Central School District shall be eligible to select "a" or "b" when they retire:

- a. \$10,000 and single health insurance until age 65 at the district contribution set forth in Section F, above; or
- b. \$5,000 and two person health insurance at the district contribution set forth in Section F, above.

2. Preliminary notification of intent to retire must be given to the Superintendent by December 15. Final notification of retirement must be made in writing to the Superintendent by March 1. This letter of resignation/retirement will be effective on June 30. The \$10,000 (corresponding to a paragraph "a" selection) or the \$5,000 (corresponding to a paragraph "b" selection) will be paid in one lump sum by December 31st of the calendar year of retirement.

3. If an individual dies before June 30th after giving final notification to retire on March 1, the spouse or the estate of the individual will receive the individual's retirement benefit.

H. Longevity Remuneration

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1. Any unit member with 10 years or more of service in the District who leaves the District shall be given a lump sum payment upon leaving the District. This amount shall be determined by multiplying the individual's accumulated sick leave days by \$25. This option may not be taken in conjunction with Letter E or F above.
2. Teachers dismissed by the District under Section 3020-a shall not be eligible for longevity remuneration.

I. Retirement Incentive

Teachers retiring on disability are excluded from the Retirement Incentive F. In the event of the death of a teacher prior to their retirement, the Retirement Incentive is excluded unless as provided per Section F as stated above.

ARTICLE VI**ILLNESS IN IMMEDIATE FAMILY**

- A. Five (5) days of absence with full pay shall be allowed in the event of illness or death in the immediate family. This time shall not be cumulative nor shall it be taken from the Sick Leave Emergency Reserve allowance. Immediate family is here defined as meaning wife, husband, children, brothers and sisters, parents, parents of wife or husband and grandparents. Attendance at funerals of more distant relatives may be allowed under the terms of family emergency, but deducted from accumulated sick leave.
- B. In the event that all family days have been used, absence with full pay will be allowed and time will be deducted from Sick leave time
- C. Family leave time may be taken at a minimum of one-half day.

ARTICLE VII**PERSONAL LEAVE**

Three (3) days absence shall be allowed per year for personal business. Unused personal business days will be accumulated to a total of five (5). Unused personal business days over five (5) will be transferred to sick leave reserve. All requests for personal time must be made to the Superintendent. Twenty-four hour notice is required. If an individual is going to use a personal day prior to Thanksgiving, Christmas, or Easter, then three weeks notice is required. Only ten individuals will be permitted to take personal time prior to these vacations. The ten will be chosen on a first come, first serve basis. If the District cannot secure enough substitutes on a day prior to Thanksgiving, Christmas, or Easter, then other professional staff (including teachers) will be required to assist the administration in covering classroom responsibilities, without compensation of any kind, including vouchers.

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SICK LEAVE BANK

A. The purpose of the Sick Leave Bank is to provide an additional benefit to its members in the event of serious, extended illness, accident or catastrophic injury.

1. Membership is open to all faculty on an annual basis between September 1st and October 15th, or during the first forty-five (45) days of employment in the District. To gain membership, faculty must be willing to contribute two (2) days. Only members of Sick Leave Bank may withdraw days.
2. If the Bank falls below one hundred and fifty (150) days, the Association and the District agree to open a forty-five (45) day window period for voluntary contributions from it's membership.
3. New members may join the Bank even if the total days are at three hundred (300) by returning their two (2) membership days to the District and submitting the proper application request to the Bank Chairperson.

B. Guidelines for Withdrawal:

1. Application for withdrawal must be made in writing to the Sick Leave Committee and must be accompanied by a doctor's statement showing that the applicant cannot resume normal teaching duties. The application must include an estimated number of days needed or an approximate date of return to work.
2. "Bank" days will become available twenty (20) working days after the expiration of the applicant's own sick leave days or after the applicant has used 40 of their sick leave days. For each two (2) days of the applicant's own sick days used for the current absence, the waiting period will be reduced by one (1) day.
3. An applicant may request up to thirty (30) days at one time. The applicant may re-apply for additional days, but must complete B-1 above with an updated doctor's appraisal and date of return.
4. Each request for days will be judged on its merits and past practice will not be a factor.

C. The Sick Bank Chairperson shall be responsible for coordinating all transactions of Bank days with the District's designated representative.

D. A retiring Bank member may apply up to ten (10) of their own contributed Bank days towards retirement incentives, provided the member has not used any days from the Bank, and providing that the member's contribution has not exceeded two (2) days per year during the last five (5) years.

E. Once a member becomes eligible for disability retirement, only one application for days will be considered.

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- F. This agreement may be altered by mutual agreement between the District and Association.

ARTICLE VIII**EXTENDED LEAVES OF ABSENCE****A. Professional or Pro Bono Publico**

The Board may grant a leave of absence for one year without pay to a teacher who has completed three successive years of full-time service in Keshequa for the purpose of temporary employment in public service or in activities of social significance which will result in professional growth. Such teacher shall be entitled to return to a position in the Keshequa Central School system comparable to the one held prior to going on leave and shall not, in the event that that right is exercised, lose any accrued benefits and shall be placed on the salary schedule at not lower than the level that would have been achieved if the teacher had not been absent.

B. Peace Corps, VISTA, Teacher Corps

A leave of absence without pay of up to two (2) years may be granted to any teacher who joins the Peace Corps, VISTA, Teacher Corps, or who serves as an exchange teacher and/or an overseas teacher on a full-time basis. Such teacher shall be entitled to return to a position in the Keshequa Central School system comparable to the one held prior to going on leave and shall not, in the event that that right is exercised, lose any accrued benefits and shall be placed on the salary schedule at the level not lower than would have been achieved if the teacher had not been absent.

D. Military Leave

Military leave will be granted to any teacher who is inducted into or enlists in any branch of the armed forces of the United States. Such teacher shall be entitled to return to a position in the Keshequa Central School system comparable to the one held prior to going on leave and shall not, in the event that such individual exercised his right to return at the end of such leave, lose any accrued benefits and shall be placed on the salary schedule at the level not lower than would have been achieved if the teacher had not been absent. Probationary teachers shall continue probation status upon return.

E. Sabbatical Leave

In the interest of rewarding professional performance and encouraging independent research, achievement and professional growth, the Board shall agree to the following policies in respect to granting sabbatical leaves, a half-year at full pay rate or a full year at half pay to teachers who have served the District for seven or more years.

1. No more than two (2) percent of the teaching staff will be granted a sabbatical leave at any one time.
2. Any teacher who desires to apply for sabbatical leave shall make such application of

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a form prescribed by the Board and shall submit such application to the Superintendent by May 1 immediately prior to the beginning of the school year during which the leave is sought. Notification of the Board's decision shall be given to the applicants by May 15th.

3. The application shall include the purpose of the sabbatical leave and the way in which it will benefit the school district.
4. In passing on applications for sabbatical leave, the Chief Officer and the Board will apply the following criteria: years of service in the District, type of research, study, travel or other activities planned, educational value of such research or study to professional growth of applicant, value/benefit to Keshequa Central School students and urgency of proposed research or study.
5. Applications which are denied by reason of the two (2) percent maximum prescribed above shall be given preference if re-submitted the following year.
6. A teacher on sabbatical leave may engage in remunerative activities provided that they are related to work and will facilitate accomplishment of the purpose for which the leave was granted.
7. A teacher who is on sabbatical leave shall not lose any emoluments of value which accrue to teachers who are not on sabbatical leave
8. Applicant must return to the service of the Board of Education for three (3) years after the expiration of such leave or in case of resignation within three (3) years to refund the Board such proportions of the salary paid during the leave of absence as the unexpired proportion of three (3) years shall bear to said period.

E Child Care Leave

1. An individual may apply for sick leave and/or child care leave without pay. A written request for sick leave and/or a child care leave shall be submitted to the Superintendent at least two months before the beginning of the leave. The request shall include the anticipated date of birth of the child, the type of leave requested, and the dates of the leave.
2. A unit member who wishes to use sick leave for the period of disability attributable to her pregnancy may apply them no earlier than the date which her physician certifies as when she is no longer physically able to perform her assigned duties, and no later than the date which her physician certifies as when she becomes physically able to resume her assigned duties.
3. A childcare leave shall not be granted to extend beyond the end of the second full semester from the date such leave begins. Return to service must be at the beginning of a school semester. In emergency situations, this clause could be waived.
4. The unit member must notify the Superintendent in writing not later than November 1 in the fall semester or March 1 in the spring semester of his/her intention to return

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to service at the beginning of the next semester. Unless an extension of the child care leave is requested and granted, the unit member must return to service at the beginning of the semester after expiration of the leave, or the Board shall terminate his/her services.

5. A unit member who adopts a child shall receive, upon request, a leave of absence without pay. Return to employment shall be governed by paragraphs 3 and 4.

All provisions of this contract will be read consistently with the FMLA. The FMLA will allow the District to substitute paid leave at the District's discretion.

ARTICLE IX**LEAVE FOR JURY DUTY**

Teachers will be entitled to absences with pay each school year for the time necessary for the performance of jury duty or because the teacher has been subpoenaed in a legal matter in which the teacher is not personally involved.

ARTICLE X**HEALTH INSURANCE**

- A. The Board shall provide Blue Cross and Blue Shield Health Insurance, including Blue Million and Blue Cross/Blue Shield Smile Saver Dental Plan Option 4 and all provisions in effect as of July 1, 1994 for all unit members who desire it. The Board shall provide Blue Cross/Blue Shield Health Insurance coverage, including Blue Million and all provisions for all unit members who desire it for the duration of this agreement.

- B. Contributions by Employees

Employees shall contribute:

1. ALL EMPLOYEES HIRED AFTER JULY 1, 2002: All employees hired after July 1, 2002 will contribute 15% of the cost of the plan they choose.
2. EMPLOYEES HIRED BEFORE JULY 1, 2002 WHO CHOOSE BLUE MILLION: 10% through and including January 30, 2003. 13% effective January 31, 2003.
3. EMPLOYEES HIRED BEFORE JULY 1, 2002 WHO CHOOSE BLUE POINT: 10%.
4. Employees do not have to contribute for dental coverage.

- C. In Lieu of Coverage

1. An eligible member who declines insurance coverage will receive a lump sum payment of \$980 (family) and \$455 (single) by December 31st of each school year. The employee declination will extend for 12 months. If an individual needs to resume coverage prior to the conclusion of the twelve month declination period, they must reimburse the District for the full amount they received. This

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will be considered a change of status based upon applicable health insurance protocol, i.e. divorce.

- D. The Association to look at offering a menu of health care options to lower health insurance costs. Any and all changes to the present health insurance plan must be mutually agreeable to both parties.

ARTICLE XI**TEACHING CONDITIONS****A. Class Size**

The following figures are realistic maximums under the stated types of classes. Classes with student in excess of these maximums shall be temporary and are subject to the following terms:

1. The teacher must approve the assignment.
2. The District must approve the assignment.
3. The K.C.T.A, President must be notified of such an assignment prior to September 1.
4. The assignment must be evaluated and re-approved on an annual basis.
5. If any party (1 or 2 above) does not approve of the assignment, then the assignment is void and must be changed.

MAXIMUMS:

Grades K-3	23
Grades 4-5	25
Middle School (6 th , 7 th , 8 th)	27
High School	27
Study Halls	45

B. Teaching Hours and Load

1. The Board may require teachers to report for duty at 8:00 a.m. and to remain until 3:30 p.m., except on Fridays and days previous to holidays following student dismissal. The administration has the authorization to move up or extend the present starting and ending school day by fifteen minutes. Teachers are excused, pending completion of professional obligations. When it is mutually agreed upon between the individual teacher and the appropriate administrator, the above time schedule may be altered to allow for early or late arrival or departure, depending on District needs. For example, a participating teacher might arrive at 9:00 a.m. and leave at 4:30 p.m., or a participating teacher might arrive at 7:30 a.m. and leave at 3:00 p.m. If the teaching day were altered by mutual agreement so that the normal seven and one half (7 1/2) hour period was extended by mutual consent, then the teacher would be compensated based on a pro-rated time basis. Non-participation as described above will not be a consideration nor component of any job or performance evaluation and as such, shall not be consideration for the granting of tenure.

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2. Teachers shall have a duty-free lunch period of at least thirty (30) minutes each day.
3. Middle School and High School teachers shall not be assigned more than six (6) student supervision periods of forty-five (45) minutes each in any given school day or the equivalent thereof.
4. Each elementary teacher, grades Developmental K - 5, shall have a minimum of one hundred-fifty (150) minutes of duty free, including meeting-free, time to be used for preparation on a weekly basis, and not less than twenty (20) minutes on a daily basis, to occur during the normal day for students. It is understood that in cases of emergency and temporary scheduling difficulties, deviations from this provision may occur. Special teachers shall have a minimum of one hundred fifty (150) minutes of duty-free, including meeting-free, time per week to be used for preparation.
5. In the event that an additional course offering must be made:
 - a. The District will make reasonable efforts to secure certified part-time people to teach the new course.
 - b. An existing teacher may volunteer to exceed the normal equivalent six (6) supervisory period days.
 - c. The Association and the District must mutually agree to this arrangement.
 - d. The teacher will be compensated based on a pro-rated percentage of current salary.
 - e. This position will exist for a maximum of one school year. However, a unit member may agree to teach for an additional year if mutually agreed to in writing by the teacher and the district.
6. Teaching staff may be assigned to work hours that vary from Article XI, Letter B, #1. This assignment may require modifying lunch or preparation time. This assignment may only be made if all of the following conditions are met:
 - a. The teacher must approve the assignment.
 - b. The District must approve the assignment.
 - c. The K.C.T.A. must approve the assignment of current employees.
 - d. The assignment must be evaluated and re-approved on an annual basis.
 - e. If any party (a, b or c above) does not approve of the assignment, then the assignment is void and must meet the terms of Article XI, Letter B, #1.

C. Supplies

1. Instructional equipment should be purchased with the knowledge and approval of the teachers involved. Each teacher shall be informed as to whether the requested items

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have been ordered.

2. Teachers may purchase supplies for special projects provided they have allowed for such purchases in their budget. Approval by the appropriate building principal must be given before such purchases are made.

D. Rooms

1. It is desirable that teachers should meet their classes in a single, designated classroom, and should not have classes scheduled in other rooms.
2. Special professional personnel should have an appropriate room and other facilities which permit effective discharge of their responsibilities to their pupils.

E. Freedom from Non-Professional Tasks

The Board and the Association agree that a teacher's primary responsibility is to teach and that the teacher's energies should be utilized to that end. Accordingly, they stipulate as follows:

1. Assigned student supervisory duties outside the classroom shall be considered part of the teacher's load.
2. Teachers shall not be required to perform clerical functions such as recording grades on permanent records. The District will provide reasonable duplicating services.
3. Teachers shall not be required to perform ministerial functions such as the collection of picture money.
4. Teachers will not be required to drive pupils to activities which occur away from school premises provided, however, that a teacher may drive pupils to such activities with the approval of the principal or immediate supervisor.
5. Teachers may be held responsible for the preparation of materials for classroom use. Where teachers are given such responsibility and it is excessive, they will be provided with sufficient service so that such materials may be prepared expeditiously.

ARTICLE XII

TRANSFERS

A. Voluntary Transfers

1. Vacancies will be posted and dated on respective office bulletin boards, as they become officially known.
2. Teachers who desire to apply for such vacancy shall file a written statement of such desire with the administrator or designated person within five (5) school days after the posting. Such requests shall include the grade and/or the school building or buildings to

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which the teacher desires to be transferred. Where such requests contain a multiple choice, the grades, subjects, or schools shall be listed in order of preference. Notification of disposition of such requests shall be given to the applicant within two (2) days following the second regular Board meeting.

3. Teachers newly hired for work at the start of the next year shall not be assigned until all pending requests from members of the incumbent professional staff have been acted upon.
4. Not later than August 1st, the administration shall cause to be prepared a schedule or other appropriate presentation of system-wide data including all new positions for the coming year, vacancies and existing positions filled for the coming year, the names of persons reassigned, transferred or newly appointed and the positions they have been given. Such schedule or presentation shall be made available for inspection by the Association, by teachers who have filed applications for assignment or transfer, and by any other teacher who may request an inspection.
5. The following principles shall be applied in the reassignment or transfer of teachers:
 - a. instructional requirements
 - b. staff availability
 - c. individual qualifications
 - d. the convenience and wishes of the teacher applicant
6. Where the foregoing factors are substantially equal, preference in assignment or transfer shall be given to the incumbent applicant with the greatest seniority as defined in this agreement.

B. Involuntary Transfers

1. When involuntary transfers are necessary, a teacher's area of competence, minor and/or major fields of study, quality of teaching performance, and seniority as defined in this agreement will be considered, together with instructional requirements and staff availability, in determining which teacher is to be transferred.
2. An involuntary transfer will be made only after a meeting between the administration and the teacher who will be notified of the reasons for the proposed transfer.
3. Teachers who are involuntarily transferred will be transferred only to a comparable position.
4. No teacher who is transferred shall, by reason thereof, lose their tenure status or be deprived of any other professional advantage.

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TEACHER PROTECTION**A. Assistance in Assault Cases**

1. Principals and teachers shall be required to report any cases of assaults on teachers in connection with their employment to the Superintendent. The Superintendent shall acknowledge receipt of such report and shall report this information to the Board.
2. The Superintendent or Board legal counsel shall inform the teacher as soon as possible of their rights under the law and provide such information in a written document.
3. The Superintendent or Board legal counsel shall notify the teacher of their readiness to assist as follows:
 - a. by obtaining from police and/or from the principal relevant information concerning the alleged offender; and
 - b. by acting in other appropriate ways as liaison between teacher, police and the courts.

B. Legal Counsel

The Board agrees to provide legal counsel to teachers in any action arising out of any disciplinary action taken against any pupil of the school district while in the discharge of duties within the scope of his employment. The teacher must, however, within ten (10) days of service of a summons, complaint or other legal paper deliver the original or a copy thereof to the Board.

C. Leave Time

Absence as a result of an established assault (as determined by legal process) by a student on a teacher will not be deducted from the teacher's personal leave time.

ARTICLE XIV**TEACHER EVALUATION****A. Type and Number of Evaluations:**

1. During the first five weeks of school all new teachers will be informally observed at least two times by the administration. These informal observations will be for help and not for formal evaluation of the teacher.
2. Formal Evaluation
 - a. Each first year teacher will be observed at least four (4) times per year.
 - b. Each non-tenured teacher in their second and third year will be observed at least two times per year.

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- c. Each tenured teacher will be observed at least one time per year.
 - d. All informal and formal observations may be announced or unannounced observations.
 - e. All observations should be at least one full period in length (when applicable) and followed up with a post conference as soon as possible.
- B. Written supervisory reports along with sincere attempt at in-service correction of teaching faults shall be on file with the administrator and available to the teacher.
- C. All monitoring or observation of the work performance of a teacher for the purpose of evaluation will be conducted openly and with full knowledge of the teacher.
- D. Teachers will have the right, upon request, to review the contents of their personnel file. A teacher will be entitled to have a representative of the Association accompany the individual during such review.
- E. No material derogatory to a teacher's conduct, service, character or personality will be placed in their personnel file unless the teacher has had an opportunity to review the material. The teacher will acknowledge that they have had the opportunity to review such material by affixing their signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher will also have the right to submit a written answer to such material and his answer shall be reviewed by the Administrator and attached to the file copy.
- F. Any significant complaints regarding a teacher to any member of the administration by any parent, student or other person will be brought to the attention of the teacher within forty-eight (48) business hours. The complaint will be conveyed either in person or by registered mail.
- G. The Association recognizes the authority and responsibility of the Administrator for disciplining or reprimanding a teacher for delinquency of professional performance. If a teacher is to be disciplined or reprimanded by a member of the administration above the level of the principal, however, he will be entitled to have a representative of the Association present.
- H. No teacher will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such action, including adverse evaluation of teacher performance or a violation of professional ethics asserted by the Board or any agent thereof, shall be subject to the grievance procedure set forth in this agreement.
- I. If a committee with equal administrative and teacher representation approves amendments, additions, or deletions to the current APPR, or if such a committee approves an entirely new APPR, such changes shall be deemed approved by the KCTA's bargaining representatives in satisfaction of all bargaining obligations under the Taylor law.

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- J. The APPR shall be incorporated by reference as a part of the KCTA contract, but with the understanding that so doing shall not have the effect of converting any non-mandatory subject of bargaining into a mandatory subject of bargaining.

ARTICLE XV**LAYOFF AND RECALL**

- A. Seniority will be determined per New York State Law(s) and applicable Commissioner of Education decisions.
- B. If there is to be a reduction in the number of teachers employed by the District, the following procedures and requirements will apply:
1. The Association will be notified, in writing, prior to any action by the District that layoffs are being considered and the number of teachers to be laid off. This notice shall be as far in advance as possible.
 2. The reduction in force will be accomplished through attrition to the extent possible.
 3. In the event that it is impossible to affect any or all the reduction in force by attrition, then the District shall utilize seniority, as defined in Section A above, as the basis for layoffs in accordance with the requirements of Education Law.
 4. The District will make every reasonable effort to place the laid off teacher in another teaching position within the District for which the teacher is certified, consistent with tenure rights of other District teachers.
 5. Upon completion of the procedures outlined in "4" above, layoffs may occur.
 6. Any teacher so laid off shall be given preference for substitute teaching for the next school year.
 7. Recall shall occur in accordance with the Education Law by seniority as defined herein.
 8. For a period of three months after the effective date of layoff, the District shall continue the laid off teacher as a member of the Blue Cross/Blue Shield plan and shall continue to pay the District's share of health insurance plans as provided for in this contract. Thereafter, the laid off teacher shall be allowed to continue as a member of the health insurance plan, but at their own cost for as-long as the teacher remains on the preferred eligibility list, as specified in Section 2510 of Education Law. A teacher's eligibility for benefits hereunder shall cease on the commencement of other employment with medical benefits. A teacher eligible hereunder shall submit, along with the premium payment, a statement that the individual is not employed and is not covered by another health insurance plan.

ARTICLE XIV**PROFESSIONAL DEVELOPMENT****A. Staff Development**

All professional staff members will complete a minimum of five (5) hours of staff development each year excluding Superintendent's Conference Days conducted by the District.

B. Conferences

Attendance at professional conferences and workshops or other professional meetings must have prior approval of the Superintendent. It shall be the Superintendent's responsibility to make recommendations to the Board for attendance of faculty members to such meetings. The following points will be considered in making these recommendations:

1. location of meetings
2. type of meeting
3. day or days of meetings
4. availability of substitutes
5. number of requests within a department
6. budget allocations
7. means of travel

The Board shall reimburse expenses of approved meetings. Teachers who are designated to attend conferences of the NEA/NY shall be granted leave without pay as is necessary to discharge their obligations.

ARTICLE XVII**RIGHTS OF TEACHERS**

- A. There shall be no discrimination against teachers on the basis of race, nationality, sex or marital status.
- B. Each teacher shall have the right, upon request and appointment, to review the contents of their own personnel file as maintained by the District except reference information supplied by former employees or by other sources.
- C. No restrictions, other than that of good judgment, is placed upon the freedom of teachers to use their own time for gainful employment insofar as does not interfere with satisfactory performance of their school duties.

ARTICLE XVIII**GENERAL EMPLOYMENT PROVISIONS**

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A. Terms of Employment

All teachers covered by this agreement shall be engaged on a school calendar basis or other time requirements as specified in their contracts.

B. Early Termination

Teachers whose services are terminated before one pay period has passed shall be paid 1/200th of their annual salary for each full day worked.

C. Resignations and Terminations

1. The service of a teacher on tenure may be terminated only in accordance with the provisions of Education Law.
2. In the event that a teacher does not intend to sign a contract for the coming year, notification of such decision shall be given to the Superintendent by March 16th, or as soon as it is known after March 16th.
3. In the event that a teacher is not going to be rehired the following year, the teacher should be notified of such decision by March 16th, or as soon as it is known after March 16th.

ARTICLE XIX**GENERAL SALARY PROVISIONS**

A. Salary Payments

1. Salary deductions, if any, are made in accordance with the teacher's attendance as per this agreement.
2. Teachers should examine their checks carefully and report, at once, errors to the Clerk of the Board.
4. Teachers new to the system and teachers whose withholding status has changed since the preceding year must file, with the Clerk of the Board, a W-4 Form, Employee's Exemption. Certificate and a Social Security number at the opening of school and whenever such status changes.
5. All expenses incurred must be approved in advance by the Superintendent. Within one week, the individual will be notified of the Superintendent's decision.

B. Salary Credits

Upon the recommendation of the Superintendent and with the approval of the Board, credit for the following may be granted to an applicant:

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1. teaching experience
2. honorable military service
3. related vocational experience

C. Service Step

One service step must be granted for each year of service at Keshequa Central School. Any teacher who has served the District for a total of six (6) complete months of service shall be granted advancement to the next step on the salary agreement during the following year of teaching.

D. Graduate Credit

Teachers who undertake graduate courses on the recommendation and approval of the Board shall be compensated as follows:

1. Employees hired before July 1, 1996 will be awarded graduate credit at the rate of \$40 per semester hour beyond the Bachelor's Degree.
2. Employees hired after July 1, 1996, will receive tuition reimbursement based on the SUNY scale, upon successful completion of the course. Only courses taken to complete a Master's Degree will be reimbursed. Upon completion of the Master's Degree the individual will receive the annual stipend for a Master's Degree in accordance with #4 below. An individual may not be reimbursed for more than twelve (12) graduate hours in any school year. Courses must have prior approval of the Superintendent. Each individual must give notice to the Central Office by March 1 of the preceding year of the number of courses that they will be enrolling in for the next school year commencing July 1 and ending June 30.
3. An individual with a Master's Degree who is hired after July 1, 1996, shall receive the annual stipend for a Master's Degree in accordance with #4 below. The individual will not receive additional money for graduate hours completed.
4. An additional grant of \$600 will be awarded for the possession of a Master's degree.
5. Verification of graduate study and/or Master's Degree must be in the school district business office prior to March 1, in order to receive salary adjustment.

E Additional Professional Stipends

Teachers who undertake professional workshops courses other than college graduate courses during the summer, curriculum work, adult education, home tutoring, and

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summer school shall, upon Board approval, be reimbursed financially by the District at the following rates per contact hour excluding lunch. All stipends are outside of the normal contract hours.

2001-2002	\$12.50
2002-2003	\$13.00
2003-2004	\$14.50
2004-2005	\$16.00

- F. Teachers shall be eligible for either letter D or letter E above, but not both for the same course or workshop.

ARTICLE XX**SCHOOL CALENDAR**

- A. There shall be opportunity to make expression to the administration and to Genesee Valley Teachers' Association opinion on the school calendar before final arrangements are made.
- B. Teachers shall perform their duties on all days specified in the "school calendar", a copy of which shall be given annually to each teacher. Unless otherwise specified, teachers are employees of the Board of Education from September 1 through June 30.

ARTICLE XXI**MISCELLANEOUS PROVISIONS****A. Complete Agreement**

This agreement shall constitute the commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this agreement. Any items having to do with terms and conditions of employment which are not herein discussed will not be decided upon without the full and mutual consent of both parties.

B. Rules and Regulations

This agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this agreement shall be incorporated into and be considered part of the established policies of the Board.

C. Individual Agreements

The Board shall be free to make whatever initial agreements with individual incoming teachers that they feel are necessary, including the salary and step placement of the

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individual, consistent with the terms of this agreement. Any initial agreement which extends beyond the first year of teaching must have the approval of the Association at the time the agreement is made, and in no event shall any individual arrangement be inconsistent with the provisions of this agreement.

D. Association-Administration Liaison

The Association President or Designee shall be the representative to meet with the Administration on Association-School business. Three and one quarter (3 1/4) hours of release time will be granted each week to conduct appropriate business including meeting with the administration. This time shall be provided in periods of not less than forty (40) consecutive minutes. The K.C.T.A. President will notify the District prior to June 30 if someone other than the President will serve as the Association-Administrative Liaison.

E. Savings Clause

If any provision of this agreement or any application of the agreement to any teacher or group of teachers shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

F. Copies of Agreement

Copies of this agreement copied at the expense of the Board and given to all teachers now employed or hereafter employed by the Board within two (2) weeks after its execution or employment if that occurs later. Each teacher will be given a new copy of this agreement upon employment with Keshequa Central School. Each time a new contract is ratified, copies will be issued to each teacher. Copies will also be available through request at the central office.

G. Legislative Action

In accordance with one of the amendments to Article 14 of the Civil Service Law (Taylor Law) enacted by the 1969 Legislative is an added Section 204-a-1 which reads "IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OR LAW BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

H. Full Information for Employees

Every effort will be made to keep all employees fully informed of school policies and programs to enable them to work most effectively.

I. A Pre-Tax IRS registered plan shall be designed by the chief negotiator and the business

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administrator. The Board of Education will pay for the administrative expenses of the plan. The plan will be evaluated and validated annually.

- J. Optical Plan IIC will be sponsored by Keshequa Central School and paid by individual participants. The plan will be reviewed and validated annually.

APPENDIX A**EXTRACURRICULAR SALARY SCHEDULE**

- A1. Teachers supervising any paid extracurricular activity (including coaching) during any school year will be assigned on a yearly basis. If the teachers are rehired, they will be given credit for their year of experience, where applicable. Teachers must reapply each year for any paid extracurricular activity (including coaching) to their immediate supervisor(s) of each school year. If two or more people apply for a position, a recommendation from the immediate supervisor(s) will be made to the Superintendent for his/her recommendation to the Board of Education for appointment to said position.
- A2. Administration will make final determination on the need for these extracurricular activities.
- A3. If sufficient interest in a club or activity exists by the teacher and students, the District will agree to negotiate its entry into the schedule.
- A4. In the appointment of coaches, if there is an open coaching position, a unit member (teacher) has priority.
- A5. If a non-unit coach has performed adequately in a specific coaching position for three or more years, on or before June 30, 1996, he/she may also be considered for that specific coaching position. However, he/she does not have priority over a unit member. The appointment is made solely on the applicant's qualifications.

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EXTRACURRICULAR CLUBS, ADVISORS, ACTIVITIES

INDEX = \$3,200 for 2001-02; \$3,325 for 2002-03; \$3,350 for 03-04; and \$3,375 for 2004-05

STIPEND = INDEX x FACTOR

ADVISORS	NUMBER OF POSITIONS		FACTOR	
YEARBOOK				
Yearbook	1		.47	
Yearbook Pictures	1		.06	
PLAY				
School Play	1		.37	
School Play	1		.28	
SENIOR CLASS				
Senior Class	2		.17	
JUNIOR CLASS				
Junior Class	2		.16	
SOPHOMORE CLASS				
Sophomore Class	2		.14	
FRESHMAN CLASS				
Freshman Class	2		.12	
BAND				
Marching Band	1		.44	
Assistant Marching Band	1		.25	
Elementary Marching Band	1		.20	
MASTERMINDS				
Olympics of the Mind	1		.19	
Assistant Olympics of the Mind	1		.10	
GOVERNMENT				
High School	1		.13	
Middle School	1		.12	
Elementary School	1		.10	
VOICE				
Valley Vocalizers	1		.14	
Early Risers	1		.13	
SKI CLUB ADVISOR				
Ski Club	1		.18	
HONOR CLUB				
National Honor Society	1		.13	
Junior Honor Society	1		.06	
CHAPERONES (Per Hour)	01-02 \$11.00	02-03 \$11.50	03-04 \$12.00	04-05 \$12.50
EXPERIENCE FACTOR*	YEARS		CLUBS & ADVISORS	
	5		\$100	
	10		\$200	
	15		\$400	
	20		\$600	
	25		\$800	

* Each "Experience Factor" will be increased by \$25 effective July 1, 2003, and then by an additional \$50 effective July 1, 2004.

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EXTRACURRICULAR SPORTS

INDEX = \$3,200 for 2001-02; \$3,325 for 2002-03; \$3,350 for 03-04; and \$3,375 for 2004-05

STIPEND = INDEX x FACTOR

COACHING POSITIONS	NUMBER OF POSITIONS		FACTOR	
Athletic Director	1		1.2	
BASKETBALL (BOYS & GIRLS)				
Varsity	2		1.05	
Junior Varsity	2		.80	
Junior High (8 th Grade)	2		.40	
Junior High (7 th Grade)	2		.35	
Shot Clock (per game)	2001-02 \$16.50	2002-03 \$17.00	2003-04 \$17.50	2004-05 \$17.50
Chaperone				
Basketball	\$19.00 per game for life of the contract			
Soccer	\$21.00 per game for life of the contract			
Volleyball	\$18.00 per match for life of the contract			
Wrestling	\$18.00 per night for life of the contract			
BASEBALL (BOYS)				
Varsity	1		.80	
Junior Varsity	1		.60	
Junior High (7 th & 8 th Grade)	1		.37	
CHEERLEADING				
Varsity	1		1.00	
Junior Varsity	1		.80	
Junior High (7 th & 8 th Grade)	1		.50	
CROSS COUNTRY				
Varsity	1		.35	
GOLF				
Varsity	1		.80	
Assistant	1		.60	
SKI TEAM				
Varsity	1		.35	
SOCCER (BOYS & GIRLS)				
Varsity	2		.80	
Junior Varsity	2		.60	
Junior High	2		.37	
SOFTBALL				
Varsity	1		.80	
Junior Varsity	1		.60	
Junior High	1		.37	

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TRACK (GIRLS)				
Varsity	1			.80
Assistant	1			.60
TRACK (BOYS)				
Varsity	1			.80
Junior High	1			.37
VOLLEYBALL				
Varsity	1			.80
Junior Varsity	1			.60
Junior High	1			.37
WRESTLING				
Varsity	1			1.00
Assistant	1			.60
Junior High	1			.40
FACULTY MANAGER	1			1.15
EXPERIENCE FACTOR*	YEARS	VAR/ASST.	JV	JR. HIGH
	5	100	100	50
	10	300	200	100
	15	500	400	200
	20	750	600	300
	25	1000	800	400

* Each "Experience Factor" will be increased by \$25 effective July 1, 2003, and then by an additional \$50 effective July 1, 2004.

APPENDIX B**DEPARTMENT CHAIRPERSON**

- A. Department chairpersons shall be remunerated at 1% of the base salary on the Bachelor schedule for each full-time teacher within the department. A part-time teacher shall be considered in this computation as determined by the amount of time worked in proportion to a full-time teacher.
- B.
1. Mutually agreed upon goals and objectives may be established each year by the administration and the department chairperson as approved by the Board.
 2. The chairperson shall keep a log of all department meetings, goals, objectives and other time spent throughout the year regarding department business.
 3. The department chairperson may elect to spend extra hours during the school year and after 3:30 p.m. to work on department business. Mutually agreed upon meetings involving department Chairpersons and administration may be extended beyond 3:30 p.m. to further implement this process.
 4. Department chairpersons will be responsible for curriculum coordination with the elementary curriculum coordinator. The payment will be based on the completion of the goals and objectives as described above.

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APPENDIX C

SALARY SCHEDULE

BA	2000-01 STEP	2001-02 STEP	BA
30,000	1	1	30,800
30,750	2	2	32,090
31,500	3	3	33,310
32,425	4	4	34,530
33,507	5	4	34,530
34,579	6	5	35,751
35,652	7	6	36,970
36,724	8	7	38,189
37,796	9	8	39,408
38,868	10	9	40,627
39,940	11	10	41,846
41,037	12	11	43,065
42,134	13	12	44,284
43,231	14	13	45,503
44,328	15	13	45,503
45,425	16	14	46,722
46,522	17	15	47,941
47,619	18	16	49,160
48,716	19	17	50,379
49,813	20	18	51,580
50,910	21	19	52,800
52,032	22	20	54,016
53,154	23	21	55,245
54,276	24	22	56,460
55,398	25	23	57,680
56,520	26	24	58,900
57,642	27	25	60,100
58,764	28	25	60,100
59,886	29	26	61,340
61,008	30	27	62,415
34,043	5.5	5	35,751
44,877	15.5	14	46,722

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01-02 STP	01-02 BA	2000-01 STEP	2002-03 STEP	BA
			1	\$31,252
1	30800	1	2	32,400
2	32090	2	3	33,700
3	33310	3	4	34,950
4	34530	4	5	36,180
4	34530	5	5	36,180
5	35751	6	6	37,422
6	36970	7	7	38,656
7	38189	8	8	39,890
8	39408	9	9	41,124
9	40627	10	10	42,358
10	41846	11	11	43,592
11	43065	12	12	44,826
12	44284	13	13	46,060
13	45503	14	14	47,294
13	45503	15	14	47,294
14	46722	16	15	48,528
15	47941	17	16	49,762
16	49160	18	17	50,975
17	50379	19	18	52,215
18	51580	20	19	53,450
19	52800	21	20	54,690
20	54016	22	21	55,900
21	55245	23	22	57,140
22	56460	24	23	58,400
23	57680	25	24	59,615
24	58900	26	25	60,840
25	60100	27	26	62,102
25	60100	28	26	62,102
26	61340	29	27	63,200
27	62415	30	27	63,200
5	35751	5.5	6	37,422
14	46722	15.5	15	48,528

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02-03 BA	2003-04 2000-01 STEP	2003-04 STEP	BA
\$31,252		1	\$32,533
\$32,400	1	2	\$33,818
\$33,700	2	3	\$35,103
\$34,950	3	4	\$36,388
\$36,180	4	5	\$37,673
\$36,180	5	5	\$37,673
\$37,422	6	6	\$38,958
\$38,656	7	7	\$40,243
\$39,890	8	8	\$41,528
\$41,124	9	9	\$42,813
\$42,358	10	10	\$44,098
\$43,592	11	11	\$45,383
\$44,826	12	12	\$46,668
\$46,060	13	13	\$47,953
\$47,294	14	14	\$49,238
\$47,294	15	14	\$49,238
\$48,528	16	15	\$50,523
\$49,762	17	16	\$51,808
\$50,975	18	17	\$53,093
\$52,215	19	18	\$54,378
\$53,450	20	19	\$55,663
\$54,690	21	20	\$56,948
\$55,900	22	21	\$58,233
\$57,140	23	22	\$59,518
\$58,400	24	23	\$60,803
\$59,615	25	24	\$62,088
\$60,840	26	25	\$63,373
\$62,102	27	26	\$64,650
\$62,102	28	26	\$64,650
\$63,200	29	27	\$65,560
\$63,200	30	27	\$65,560
\$37,422	5.5	6	\$38,958
\$48,528	15.5	15	\$50,523

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03-04 STEP	2004-05		04-05 STEP	BA
	00-01 STEP			
1	\$32,533		1	\$33,650
2	\$33,818		2	\$34,600
3	\$35,103	1	3	\$35,700
4	\$36,388	2	4	\$36,900
5	\$37,673	3	5	\$38,000
5	\$37,673	4	6	\$39,250
6	\$38,958	5	6	\$39,250
7	\$40,243	6	7	\$40,450
8	\$41,528	7	8	\$41,750
9	\$42,813	8	9	\$43,050
10	\$44,098	9	10	\$44,400
11	\$45,383	10	11	\$45,750
12	\$46,668	11	12	\$47,100
13	\$47,953	12	13	\$48,700
14	\$49,238	13	14	\$50,150
14	\$49,238	14	15	\$51,650
15	\$50,523	15	15	\$51,650
16	\$51,808	16	16	\$52,850
17	\$53,093	17	17	\$54,150
18	\$54,378	18	18	\$55,350
19	\$55,663	19	19	\$56,650
20	\$56,948	20	20	\$58,000
21	\$58,233	21	21	\$59,300
22	\$59,518	22	22	\$60,680
23	\$60,803	23	23	\$62,000
24	\$62,088	24	24	\$63,250
25	\$63,373	25	25	\$64,600
26	\$64,650	26	26	\$65,800
26	\$64,650	27	27	\$67,000
27	\$65,560	28	27	\$67,000
27	\$65,560	29	27	\$67,000
		30	27	\$67,000
6	\$38,958	5.5	7	\$40,450
15	\$50,523	15.5	16	\$52,850

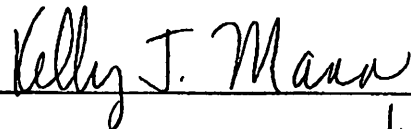
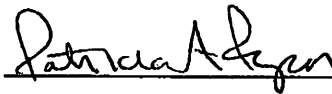
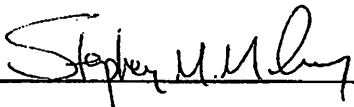
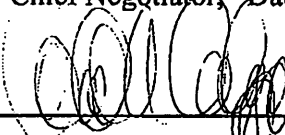
KCS-KCTA AGREEMENT

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2001-2005

DURATION OF THE AGREEMENT

The duration of the contract will be until June 30, 2005, for all matters contained in the teacher agreement. In the event either party wishes to amend this agreement, notice may be given by February 15 of each year during the life of the agreement. Negotiations concerning such proposed amendments shall proceed in accordance with the provisions of Article II of this agreement. Amendments resulting from such negotiations shall take effect beginning the following July 1 or at such other times as may be mutually agreeable to the parties.

K.C.T.A. President, Dated: 3/11/03Board President, Dated: 3/13/03Superintendent of Schools, Dated: 3/11/03Chief Negotiator, Dated: 3/11/03Chief Negotiator, Dated: 3/11/03